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Effect of Work Ethos on Organizational Commitments and It's Impact on Employes Performance of Forestry Office of North Kalimantan Province

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ABSTRACT

Destination: to analyze and prove the effect of work ethic on organizational commitment and its impact on employee performance. This type of research is included in explanatory research or explanatory research. The population in this study were all employees at North Kalimantan Forest Service

Design / methodology / approach: The data analysis technique used in this study is a path analysis approach.

Findings: The results showed that partially work ethic has a significant effect on employee performance with the assumption that organizational commitment is considered constant. In addition, the results of this study also indicate that partially work ethic has a significant effect on employee organizational commitment. Then partially organizational commitment has a significant effect on employee performance with the assumption that the work ethic variable is considered constant. Furthermore, a simultaneous test was carried out where the results of this study showed that work ethic and organizational commitment together had a significant effect on employee performance. Organizational commitment is able to mediate the effect of work ethic on employee performance.

Practical implications: Intensifying work ethic towards organizational commitment and its impact on the performance of forestry service employees

Originality/value: This paper is original

Paper type: Research paper

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I. INTRODUCTION

The North Kalimantan Forestry Service Office is the implementing element in carrying out pre-emptive, preventive and repressive activities in managing forest land in North Kalimantan. Their work duties must be supported by employee performance that is running optimally. Employees who have a good performance will have an impact on the performance of their institution, and vice versa if the employee's performance is not going well, then the institution where they work has the potential for poor performance. Prawirosentono (2011) explains that performance is the work that can be achieved by a person in an organization, in accordance with their respective authority and responsibility, in order to achieve the goals of the organization concerned legally, does not violate the law and is in accordance with morals and ethics. With regard to the performance of employees at the North Kalimantan Provincial Forestry Service Office, careful attention must be made so that employee performance does not experience a decline which could have a negative impact on the related offices. The factors that influence performance and become the focus of this study are issues of work ethic and organizational commitment. One of the agencies' efforts in maintaining

employee performance is by paying attention to the work ethic of employees, which is an important factor in obtaining optimal work results.

Sinamo (2011) states that work ethic is a set of positive work behaviors rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm. Supported by Sugiyanto dan Sutanto, (2010), Abadi. (2018) this study states that work ethic has a direct and significant effect on employee performance. Ismail, Abdurrahman Affandi, 1982) states that work ethic which consists of strong awareness, fundamental beliefs, total commitment and enthusiasm has a significant influence on employee performance. Anwar Ikhsan (2016) research states that work ethic has a direct and significant effect on organizational commitment.

Organizational commitment is a description of the degree to which employees believe and desire to stay with and accept and support the achievement of organizational goals, or leave the organization, which is ultimately reflected in the absence and turnover rate of employees. Employees who have a loyal attitude to the organization tend to have higher performance than employees who are not loyal. The results of the research by Paik et al., (2007) prove that employee commitment to work has a positive impact on employee satisfaction and performance. In this study, the commitment under study is related to the affective commitment of employees at work. Research Osa, I. G., Idowu, Amos (2014) this research was conducted on industries in Nigeria, where the research findings are: Organizational commitment has a significant impact on employee productivity and thereby improves organizational performance and effectiveness. Employee commitment to the organization has a significant effect on organizational performance, which manifests employee skills, performance and dedication to duty. Organizations that are motivated by providing salary and wage increases, housing bonuses, transportation will have a significant effect on employee productivity, because they will increase employee morale.

Therefore, the performance of employees has a very important influence on the ongoing activities of the agency and affects the process of achieving agency goals. The North Kalimantan Provincial Forestry Service is an agency that carries out guidance, supervision and implementation of development in the forestry sector for the community for the North Kalimantan Province, where the success of the implementation of duties and responsibilities in the agency depends on the performance of the employees in the agency, the importance of employee performance. in the Forestry Service of North Kalimantan Province greatly influences the implementation of the agency's objectives, namely to improve services to the community, especially in the process of monitoring and fostering development in the forestry sector. North Kalimantan Forest Service through organizational commitment variable.

II. LITERATURE REVIEW

A. Human Resource Management

Human resources are an important factor in an organization or company, in addition to other factors such as assets and capital. Therefore, human resources must be managed properly to increase the effectiveness and efficiency of the organization, as a function within the company which is known as human resource management. The utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and industrial relations. Marwansyah 2016). Flippo (2013) personnel management is planning, organizing, directing and controlling labor procurement, development, compensation, integration, maintenance and termination of employment with human resources to achieve the goals of individuals, organizations and communities. According to (Sedarmayanti, 2017) human resource management is a process consisting of: recruitment or withdrawal of human resources, selection of human resources, development of human resources, maintenance of human resources, and use of human resources.

B. Work ethic

Work ethic is an attitude that arises of one's own will and awareness which is based on a cultural value orientation system towards work Sukardewi 2013)Ethos is an evaluative aspect, where when it is related to the world of work, ethos forms activities which are a form of participation or concern for the environment and the world of work. the favorite style of behavior of the citizens of a society.

Sinamo (2011) formulates a work ethic from the concept of Darma Mahardika which is rooted in Sanskrit, which means "Three Paths of Success". Tri Darma Mahardika is translated into eight professional work ethics, namely grace, trust, vocation, actualization, worship, art, honor, and service. The opinion above can be further explained that work ethic has three aspects or characteristics, namely interpersonal skills, initiative, and reliability (Potter, P.A, Perry, 2015).

C. Organizational Commitment

Luthans (2014) states that attitude, organizational commitment is most often defined as follows: a strong desire to remain as a member of a certain organization, a desire to strive according to organizational desires and certain beliefs, and acceptance of organizational values and goals. Stephen (2015) explains organizational commitment is a condition in which an employee sides with a particular organization and the goals and objectives of his desire to maintain membership in that organization. (Mathis, 2012) organizational commitment is the degree to which employees believe and accept organizational goals, and wish to stay with or leave the company, which is ultimately reflected in absenteeism and employee turnover. (Griffin, 2010) Organizational commitment is an attitude that reflects the extent to which an individual knows and is tied to the organization. A highly committed individual is likely to see himself as a true member of the organization. From several definitions of organizational commitment that have been stated previously, it can be concluded that organizational commitment is an attitude shown by individuals with identification, involvement and loyalty to the organization, the desire to remain in the organization and not willing to leave the organization for any reason. A highly committed individual is likely to see himself as a true member of the organization. From several definitions of organizational commitment that have been stated previously, it can be concluded that organizational commitment is an attitude shown by individuals with identification, involvement and loyalty to the organization, the desire to remain in the organization and not willing to leave the organization for any reason. A highly committed individual is likely to see himself as a true member of the organization. From several definitions of organizational commitment that have been stated previously, it can be concluded that organizational commitment is an attitude shown by individuals with identification, involvement and loyalty to the organization, the desire to remain in the organization and not willing to leave the organization for any reason.

Cut (2010) explains that organizational commitment is a psychological state that characterizes the relationship between employees and the organization or its implications that affect whether employees will stay in the organization or not, which are identified in three components, namely: affective commitment, namely : a person's emotional involvement in the organization in the form of feelings of love for the organization. Continuance commitment, namely: one's perception of the costs and risks of leaving the current organization. This means that there are two aspects to continuous commitment, namely: it involves personal sacrifice when leaving the organization and the absence of alternatives available to that person. Normative commitment, namely:

D. Employee Performance

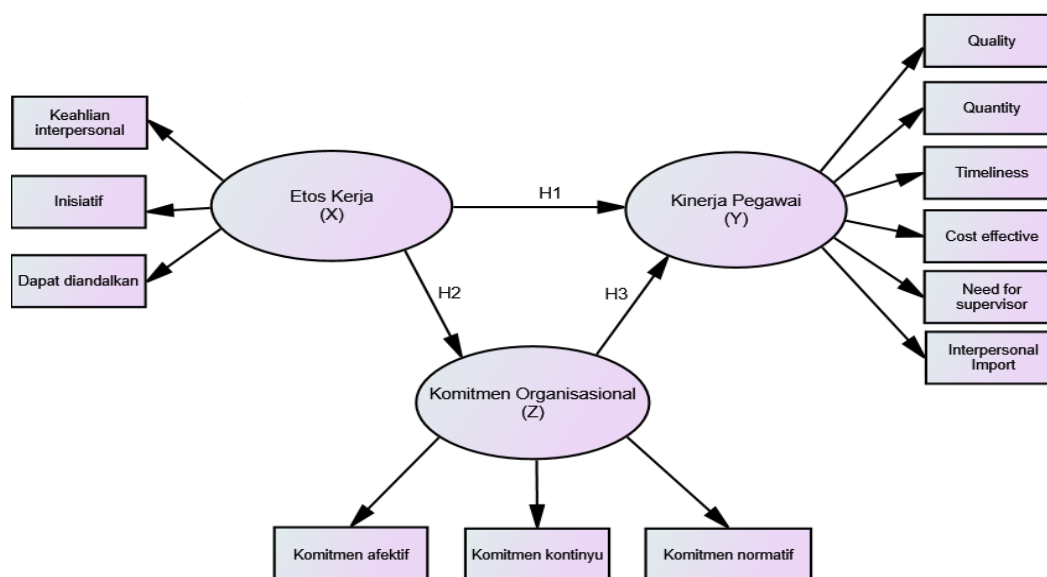
Mathis (2012), performance is basically what employees do or not do. Employee performance elements common to most jobs include quantity of results, quality of results, timeliness of results, attendance and co-operation. According to Dr. Ir. Hj. Lubis, Yusniar (2019) performance is the result of a process that refers and is measured over a certain period of time based on predetermined provisions, standards or agreements. Wirawan (2014) , explains that performance is the output produced by functions or indicators of a job or a profession within a certain time.

According to Stephen (2015), there are nine factors that affect employee performance, namely: organizational climate, leadership, quality of work, work ability, initiative, motivation, endurance / reliability, quantity of work, work discipline. (Mangkunegara, 2016) there are several factors that influence performance achievement, these factors come from the factors of ability, motivation, individuals, and the organizational environment. (Bernardin, H. J dan Russell, 2013) suggest 6 (six) primary criteria that can be used to measure performance as follows: quality, quantity, timeliness, cost effective, and necessary supervision. (need for supervisor), and personality (interpersonal import). According to Gomes (2013), where there are several indicators measures of employee performance appraisal as follows quantity of work, quality of work, job knowledge, creativity, cooperation, dependability, and initiative. , and personal qualities.

Companies that have competence in the fields of marketing, manufacturing and innovation can make its as a source to achieve competitive advantage. (Achmad Daengs, et al. 2020:1419).

III. METHODOLOGY

Based on the several theories that have been described, a conceptual basis can be made that functions as a flow of thought and the basis for this research which is described as follows:



Figur 1. Methodology

This type of research is included in explanatory research or explanatory research with a cross sectional study design. Sources of information were obtained from all employees of the North Kalimantan Forestry Service, totaling 139 employees. By random sampling and the Slovin approach obtained samples research as many as 103 people or employees. Collecting data using a personal questionnaire method. This method provides responses to the questionnaire statement, in this study the questionnaire is distributed directly to the respondents and the researcher can provide an explanation of the objectives of the survey and questions that are not understood by the respondent and the responses to the questionnaire can be directly collected by the researcher after being filled in by the respondent. The next step is to perform quantitative data analysis with the help of a statistical program with Path Analysis.

IV. RESULTS AND DISCUSSION

A. Work Ethic Affects Employee Performance in North Kalimantan Provincial Forestry Service

Respondents' Responses to Work Ethic indicate that the statement has many ideas and the initiative to complete the work is in the first place with an average value of 3.81, then in the second place is related to the statement of having an effective performance in working with an average value of 3, 80, then the tendency to comply with existing regulations in agencies is in the third place with an average value of 3.77, has an attitude of cooperation and likes to help with fellow colleagues is in fourth place with an average value of 3.70, the fifth place is having an honest and punctual attitude in working with an average score of 3.67 while in the sixth order, it is related to the statement of having a polite and friendly attitude at work with an average score of 3.67.

The results of the descriptive analysis of the respondents' responses to the work ethic of the North Kalimantan Forestry Service employees show that the statements related to having many ideas and initiatives to complete the work get the highest score and are in first place with an average score of 3.81. This shows that having many ideas and taking the initiative to complete work is a very important work ethic criterion for employees in carrying out their work and duties, while the lowest average score of employee work ethics at the North Kalimantan Forestry Service is related to the statement that having a polite attitude. and friendly at work who is in sixth place with an average score of 3.67. This shows that having a polite and friendly attitude is considered not an important work ethic criterion for achieving targets and maximum work results as expected. However, if it is seen from the average value of respondents' responses to work ethic, the statements are in the good category with an average value of 3.74. This shows that the statements put forward by these employees have a positive value, which means that the work ethic is important for employees to carry out their duties and responsibilities in order to achieve good and satisfying work results. Existing statements are in the good category with an average value of 3.74. This shows that the statements put forward by these employees have a positive value, which means that the work ethic is important for employees to carry out their duties and responsibilities in order to achieve good and satisfying work results. Existing statements are in the good category with an average value of 3.74. This shows that the statements put forward by these employees have a

positive value, which means that the work ethic is important for employees to carry out their duties and responsibilities in order to achieve good and satisfying work results.

Table 1. Path Analysis Test Results.

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,659	1,258		5,293	,000
	Work ethic	,686	,055	,778	12,444	,000
2	(Constant)	2,487	1,011		2,459	,016
	Work ethic	,298	,062	,344	4,770	,000
	Commitment	,585	,071	,597	8,267	,000

Dependent variable: Performance

The results of statistical analysis show that the regression coefficient of work ethic variable (β_1) is 0.344, meaning that if the work ethic has increased, the performance of the North Kalimantan Forestry Service staff will increase by 0.344, assuming the variable organizational commitment is considered constant. The t test results show that the t count of the work ethic variable is 4.770 with a significance value of 0.000 and less than 0.05, which means that H_0 is rejected and H_1 is accepted. The results of this study can be concluded that work ethic has a significant effect on the performance of the employees of the North Kalimantan Forestry Service.

Based on the results of descriptive analysis and the results of statistical analysis, it can be concluded that the work ethic of employees has a significant effect on the performance of the employees of the North Kalimantan Forestry Service. This means that an increase in work ethic will have a positive impact on the work obtained, both in quality and quantity, so that the predetermined targets and quality of work can be achieved as expected, whereas if there is a decrease in the work ethic of employees it will have a negative impact on the work results obtained, where the work target that has been set will not be achieved as expected.

The results of this study support the research of Sugiyanto dan Sutanto (2010) which states that work ethic has a direct and significant effect on employee performance. (Ismail, Abdurrahman Affandi, 1982) states that work ethic which consists of strong awareness, fundamental belief, total commitment and enthusiasm has a significant influence on employee performance. With high work ethics owned by employees at work will result in higher performance in terms of employee performance. carry out its job. Thus it can be concluded that there is a positive correlation of work ethic with employee performance, where employees who have a good work ethic will certainly produce higher performance. This research was conducted to determine the factors that affect the performance of these employees.

B. Work Ethic Affects Organizational Commitment in North Kalimantan Provincial Forestry Service

Respondents' responses to work ethic indicate that related statement Employees have a lot of ideas and take the initiative to complete work in first place with an average score of 3.81, while the lowest average score of employee work ethics at the North Kalimantan Forestry Service is related to the statement that they have a polite and friendly attitude when working on an average -Average score of 3.67.

The results of descriptive analysis show that having many ideas and taking the initiative to complete work is a very important work ethic criterion for employees at work, while having a polite and friendly attitude is considered not the most important thing in order to support the organization in order to achieve the expected goals. However, if it is seen from the average value of respondents' responses to work ethic, the statements are in a good category with an average value of 3.74. This shows that the statements put forward have a positive value, which means that the work ethic is important for employees in working to support the achievement of the organizational goals that have been previously set.

The results of statistical analysis show that the regression coefficient of work ethic variable (β_1) is 0.778, meaning that if the work ethic has increased by 0.778, then the organizational commitment of North Kalimantan Forestry Service employees will increase by 0.778. The t test results show that the t count of the work ethic variable is 12.444 with a significance value of 0.000 and less than 0.05, which means that H_0 is

rejected and H2 is accepted. The results of this study can be concluded that work ethic has a positive and significant effect on organizational commitment of the employees of the North Kalimantan Forestry Service.

Based on the results of descriptive analysis and the results of statistical analysis, it can be concluded that the work ethic of employees has a significant effect on the organizational commitment of the North Kalimantan Forestry Service. This means that an increase in work ethic will have a positive impact on the active participation, partisanship and support of employees for the North Kalimantan Forest Service organization in order to achieve the goals of the organization as previously set, whereas if there is a decrease in the work ethic of employees it will provide negative impact on the alignments and support of employees to the organization of the North Kalimantan Forestry Service, so that efforts to achieve organizational goals as expected will be difficult to achieve.

The results of this study support the theory of (Sinamo, 2011) that work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral work paradigm. This proves that a good work ethic will have a positive impact on the creation of a person's commitment in doing his job, in this study it means an increase in employee organizational commitment to the organization where he works.

C. Organizational Commitment Affects Employee Performance in North Kalimantan Provincial Forestry Service

Respondents' responses to organizational commitment indicate that the statement of the related North Kalimantan Forestry Service employees feeling comfortable working in an agency is in the first place with an average score of 3.77, then being responsible for the success of this agency is in second place with an average score of 3.76, then in the third order, which is responsible for the tasks assigned to work with an average value of 3.71, wanting to continue a career in this agency is in fourth place with an average value of 3.67, the fifth order is not wanting to change jobs To other agencies with an average score of 3.59 and who are in sixth place, they feel they have this agency and are responsible for developing it with an average score of 3.53.

The results of the descriptive analysis regarding the respondents' responses to organizational commitment show that the statement related to feeling comfortable working in an agency gets the highest score and is in the first place with an average score of 3.77. This shows that feeling comfortable working in an agency is a criterion for organizational commitment which is very important for employees in order to carry out work according to their duties and responsibilities in order to achieve maximum and satisfying work results, while the lowest average score of employee organizational commitment is related to the statement that they feel has this agency and is responsible for developing that is in sixth place with an average score of 3, 53. This shows that the feeling of having this agency and being responsible for developing is considered not a criterion of organizational commitment that is important for achieving targets and maximum work results as expected. However, when viewed from the average value of respondents' responses to work ethic, the statements are in the good category with an average value of 3.67. This shows that the statements made by the North Kalimantan Forestry Service employee have a positive value, which means that organizational commitment is important for employees to support the achievement of good, maximum and satisfying work results. However, when viewed from the average value of respondents' responses to work ethic, the statements are in the good category with an average value of 3.67. This shows that the statements made by the North Kalimantan Forestry Service employee have a positive value, which means that organizational commitment is important for employees to support the achievement of good, maximum and satisfying work results. However, when viewed from the average value of respondents' responses to work ethic, the statements are in the good category with an average value of 3.67. This shows that the statements made by the North Kalimantan Forestry Service employee have a positive value, which means that organizational commitment is important for employees to support the achievement of good, maximum and satisfying work results.

The results of statistical analysis show that the regression coefficient of the organizational commitment variable (β_2) is 0.597, meaning that if organizational commitment is increased, the performance of the North Kalimantan Forestry Service staff will also increase by 0.597, assuming the work ethic variable is considered constant. The t test shows that the t count of the organizational commitment variable is 8,267 with a significance value of 0,000 and less than 0.05, which means that H_0 is rejected and H_3 is accepted. The results of this study can be concluded that organizational commitment has a positive and significant effect on the performance of the employees of the North Kalimantan Forestry Service.

Based on the results of descriptive analysis and the results of statistical analysis, it can be concluded that organizational commitment has a significant effect on the performance of the employees of the North Kalimantan Forestry Service. This means that an increase in organizational commitment will have a positive impact on the achievement of the work obtained, where employees will have a strong commitment to participate and play an active role in continuously managing and providing maximum support for the achievement of organizational goals, so that employees will strive to do so. work well in order to achieve satisfactory work

results as organizational goals, whereas if there is a decrease in employee organizational commitment, it will have a negative impact on the work obtained,

The results of this study support the theory of (Cut, 2010) which states that organizational commitment is a strong and close feeling of a person towards the goals and values of an organization in relation to their role in efforts to achieve these goals and values. Organizational commitment can grow because individuals have an emotional attachment to the organization which includes moral support and accepting existing values and a strong willingness to serve the organization. Employees who have organizational commitment will work optimally because they want the success of the organization where they work. A strong organizational commitment within an individual will cause the individual to strive to achieve organizational goals and a willingness to exert effort on behalf of the organization in order to improve organizational performance. This means, individuals who have high organizational commitment will produce good performance for the creation of organizational goals. Conversely, individuals who have low organizational commitment will have low attention to achieving organizational goals and tend to try to fulfill personal interests. These results also support the research of Paik et al., (2007), which states that employee commitment to work has a positive impact on employee satisfaction and performance. In this study, the commitment under study is related to the affective commitment of employees at work. (Osa, I. G., Idowu, Amos, 2014) this research was conducted on industries in Nigeria, where the findings of his research are: organizational commitment has a significant impact on employee productivity and thereby improves organizational performance and effectiveness. Employee commitment to the organization has a significant effect on organizational performance, which manifests employee skills, performance and dedication to duty. Organizations that are motivated by providing salary and wage increases, housing bonuses, transportation will have a significant effect on employee productivity, because they will increase employee morale. Organizational commitment has a significant impact on employee productivity and thereby improves organizational performance and effectiveness. Employee commitment to the organization has a significant effect on organizational performance, which manifests employee skills, performance and dedication to duty. Organizations that are motivated by providing salary and wage increases, housing bonuses, transportation will have a significant effect on employee productivity, because they will increase employee morale. Organizational commitment has a significant impact on employee productivity and thereby improves organizational performance and effectiveness. Employee commitment to the organization has a significant effect on organizational performance, which manifests employee skills, performance and dedication to duty. Organizations that are motivated by providing salary and wage increases, housing bonuses, transportation will have a significant effect on employee productivity, because they will increase employee morale.

D. Organizational Commitment as a Mediating Variable Between Work Ethic and Employee Performance in North Kalimantan Provincial Forestry Service

Respondents' Responses to Employee Performance indicate that the statement of the North Kalimantan Forestry Service employee related not needing supervision to work properly is in the first place with an average value of 3.74, then in the second place, namely maintaining the good name of individuals and organizations in the work environment with an average value of 3.71, then being able to do work on a large scale is in third place with an average value of 3.67, completing work on time is in fourth place with an average value of 3.66, the fifth order is having the results of work that received praise with an average value of 3.65 and who are in sixth place, namely having a good way of working at work with an average value of 3.62.

The results of descriptive analysis regarding respondents' responses to employee performance indicate that the related statement does not require supervision in order to work properly obtains the highest score and is in the first place with an average score of 3.74. This shows that not requiring supervision at work to work well is a very important performance criterion for employees, where to do a good job and get optimal work results and to satisfy employees does not require supervision. This is due to the high awareness in employees to always do the best work for the organization. This is also a form of support, strong commitment and an active role of employees in realizing organizational goals., while the lowest average score of the performance of the North Kalimantan Forestry Service employees is related to the statement of having a good way of working at work which is in the sixth position with an average score of 3.62. This shows that having a good way of working at work is not a Performance criteria are important to be able to do good work and get maximum and satisfying results. However, if seen from the average value of respondents' responses to performance, the statements are in the good category with an average value of 3.68. This shows that the statements made by the North Kalimantan Forestry Service employee have a positive value, which means that the performance is important for employees.

The results of statistical analysis show that work ethic is proven to have a significant effect on employee performance. In step 2, when work ethic and organizational commitment are regressed together to predict employee performance, work ethic remains a significant influence. Thus organizational commitment is

able to mediate the effect of work ethic on the performance of the North Kalimantan Forestry Service employees.

Based on the results of descriptive analysis and the results of statistical analysis, it can be concluded that together the variables of work ethic and organizational commitment have a significant effect on the performance of the employees of the North Kalimantan Forestry Service. The variability of the performance variables of the North Kalimantan Forestry Service employees can be explained by the work ethic and organizational commitment variables of 79%, while the remaining 21% is influenced by other variables not examined.

CONCLUSION

A. Conclusion

Based on the results of this study, it can be concluded that work ethic has a significant influence on Employee performance, work ethic have a significant effect on organizational commitment, organizational commitment has a significant effect on employee performance and collectively work ethic and organizational commitment have a significant effect on employee performance. Organizational commitment is able to mediate the effect of work ethic on employee performance.

B. Suggestion

The suggestions that the authors can give regarding this research are: 1) Work ethic has a significant effect on organizational performance and commitment, therefore to increase organizational commitment and employee performance, leaders need to maintain and improve employee work ethics. The work ethic needs to be improved, because this will increase the active role and support of employees for the achievement of organizational goals which is a form of increased employee commitment to the North Kalimantan Forestry Service organization, especially related to the ability of employees to have the initiative and come up with creative ideas in carrying out and resolving. work which is his responsibility so that the work can be carried out better, more effectively and efficiently. Other than that, Leaders must improve conducive internal conditions by increasing mutual care, courtesy at work and tolerance with fellow colleagues. This is a form of building a good and solid work team in the organization so that organizational work can be carried out properly with maximum and satisfying work results in order to realize organizational goals. 2. It is expected to continue to pay attention to the conditions of organizational commitment that employees have, therefore the leadership is expected to provide a sense of security and comfort to employees and invite all employees to feel like they belong to the agency, so that employees will always stay in the organization and have a strong desire to support, participate actively continuously in the organization and always strive and provide the best for the organization in order to achieve organizational goals. 3) Other researchers can add independent variables such as work environment, compensation, leadership style and so on for further research which is predicted to affect employee performance.

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